

The brand behind your brand

**Quality
meets
sustainability**

Table of Contents

General information		4
1	Foreword	4
2	Introduction	5
3	About this report: voluntary sustainability report	5
4	Central responsibility	7
5	Our business model	8
5.1	Strategy	8
5.2	Policies	10
5.3	Sustainability management	10
5.3.1	Team and organization	10
5.3.2	Double materiality analysis	11
Environment		14
6	Climate change – Energy and greenhouse gas emissions	14
6.1	Climate strategy and policy	14
6.2	Greenhouse gas reduction targets	14
6.3	Climate risks and transition for climate protection	15
6.4	Actions and metrics	15
7	Air and water pollution	17
7.1	Strategy and policy	17
7.2	Actions and metrics	17
8	Water resources	18
8.1	Strategy and policy	18
8.2	Actions and metrics	20
9	Biodiversity and ecosystems	20
9.1	Strategy and policy: Procurement	20
9.2	Actions and metrics	21
9.3	Location-based biodiversity	25
10	Resource use, circular economy, and waste management	25
10.1	Strategy and policy	26
10.2	Actions and metrics	26
10.3	Metrics	28
Social affairs		31
11	Own workforce	31
11.1	Strategy and policy	31
11.2	Remuneration, collective bargaining, and training	31
11.3	Occupational safety	32
11.3.1	Occupational safety strategy	32
11.3.2	Actions and metrics	33
11.3.3	Health	34
12	Employees in the value chain	34
13	Quality and food safety	35
13.1	Strategy and policy	35
13.2	Metrics	36
14	Health and culture	36
Governance		38
14.1	Corruption and bribery	38
14.2	Corporate values	38
Appendix		40



Legal notice

Dr. Otto Suwelack Nachf. GmbH & Co. KG
Josef-Suwelack-Straße 1
48727 Billerbeck
T +49 2543 720
info@suwelack.de
www.suwelack.de

Contact person / Contact for the area of sustainability

Helena Morgret & Tim Schepanek
nachhaltigkeit@suwelack.de

Image credits

The image rights are owned by Dr. Otto Suwelack Nachf. GmbH & Co. KG. Reproduction/printing, including individual graphics, images, and texts, is not permitted without the written consent of Dr. Otto Suwelack Nachf. GmbH & Co. KG.

Legal Disclaimer

All information in this publication has been collected and processed with the utmost care. Nevertheless, errors cannot be completely ruled out. All statements related to the future were made based on assumptions and estimates that existed at the time of publication.

© 2025 Dr. Otto Suwelack Nachf. GmbH & Co. KG

1 Foreword



Dear readers,
Dear colleagues, partners, and interested parties,

For us, sustainability is more than just a trend. Much rather, it will become an integral part of our corporate strategy and our daily work. With this first voluntary sustainability report, we would like to transparently demonstrate how we take responsibility: for our products, our employees, our partners, and the environment.

For over 140 years, we have stood for quality, innovation, and reliability. Today, we combine this tradition with a clear focus on the future: we are actively committed to environmentally-friendly and socially-just development and are doing our part to achieve the global sustainability goals of the United Nations and the Paris Climate Agreement. We are committed to turning this vision into reality.

For us, sustainability means a holistic approach and long-term planning. We integrate environmental, social, and governance (ESG) issues into all areas of our company and view sustainability not as a one-off project, but as an ongoing, shared journey of development. Our climate strategy, the promotion of biodiversity, the circular economy, and social responsibility towards our employees and partners are key pillars of our actions.

We are particularly proud of the commitment of our workforce, the diversity, and the team spirit that characterize our company. Together, we have launched numerous initiatives, driven innovation, and achieved milestones: from switching to green electricity and Vision Zero in occupational safety, to working on more sustainable supply chains.

With this report, we would like to invite you to accompany us on our journey of sustainable transformation. We are convinced that we can only overcome the challenges of the future by working together! Understanding and living sustainability holistically is the basis for long-term success - for our company, our region, and society.

We would like to thank all employees, partners, and stakeholders for their trust, support and commitment. Let us continue to take responsibility and shape the future.

The management
November 21, 2025

2 Introduction

At Dr. Otto Suwelack Nachf. GmbH & Co. KG, we refine coffee, sourdough, fine baked goods, dairy products, and other foods into high-quality products. For over 140 years, our core competencies have included drying, fermentation, and extraction. What makes us special is our unique combination of consistently high quality and comprehensive expertise in technology and formulations. This enables extraordinary taste experiences. We see ourselves as a reliable, quality-oriented partner behind our customers' brands (*the brand behind your brand*).

Our goal is to deliver safe products with distinctive value propositions. We prioritize long-term partnerships with customers and suppliers, backed by efficient service, strong customer focus, and uncompromising quality standards. To this end, we are constantly working to improve these success factors.

At the same time, it is important to us to work toward an ecologically-sustainable and socially-just future. By means of our own sustainability activities, we want to contribute to the achievement of the sustainability goals set by the United Nations (UN) and the Paris Climate Agreement.

For us, sustainability means thinking holistically, planning for the long term, and acting responsibly toward our customers, suppliers, employees, and the environment. By integrating environmental, social and governance (ESG) issues into our core business activities, we ensure that sustainability is not just a series of individual projects, but an ongoing, holistic development path that we actively shape.

3 About the report: voluntary sustainability report

B1

With this first voluntary sustainability report for the 2024 fiscal year, we at Dr. Otto Suwelack Nachf. GmbH & Co. KG provide comprehensive insight into our sustainability strategy and related measures. This report serves to make our corporate responsibility transparent and to inform our stakeholders - from employees and customers to business partners and the general public - about our sustainability activities.

The report refers to the 2024 financial year from January 1 to December 31, 2024, and applies to the sole location in Billerbeck, Germany. This report has been prepared on a voluntary and individual basis and is based on the VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs) for small and medium-sized enterprises with up to 1,000 employees. With voluntary reporting for both the basic and additional modules, we are preparing for the reporting requirements under the CSRD (Corporate Sustainability Reporting Directive), which is expected to apply to large companies (> 1,000 employees, > EUR 50 million total assets) from the 2027 financial year onwards.

Due to confidential data, this report does not disclose information on total assets (B1), key business relationships (C1) and annual mass flows of materials used (B7). The disclosure requirements of the VSME standards from the basic module (B1-B11) and the supplementary module (C1-C9) are marked under the corresponding chapter headings. A complete overview and the allocation of disclosure requirements to the reporting chapters can be found in the appendix.

**SUSTAINABILITY
IS FIRMLY
ANCHORED IN
OUR CORPORATE
STRATEGY AND
ALL BUSINESS
PROCESSES.**

Table 1 below first presents general information about the company.

Table 1 // General information

Description	
legal form	Dr. Otto Suwelack Nachf. GmbH & Co. KG
NACE classification	10.83 Processing of coffee and tea, manufacturing of coffee substitutes
Sales	130,000,000 euros
Number of employees	480
Methodology for counting employees	Cut-off date analysis, end of the reporting period
Methodology for counting employees	Headcount
Geopolitical data of the site	Josef-Suwelack-Straße 1, 48727 Billerbeck, GER 51.98557929164375°N, 7.264287497175866

We have integrated the sustainability management system into our existing management structures, but have not yet certified it officially. However, our sustainability management system is annually assessed by Ecovadis. In addition, our management system certificates according to FSSC 22000, DIN ISO 50001, DIN ISO 45001, and SEDEX already cover several areas of sustainability.

Table 2 // Certifications

Certification	Topic	Result	Validity
Ecovadis	Sustainability Rating	committed, No. VJ949459	02/05/2025
FSSC22000	Food safety management system	-	08/06/2024 valid until 08/05/2027
DIN ISO 45001	Occupational health and safety management	-	02/12/2024 valid until 02/11/2027
DIN ISO 50001	Energy management system		12/13/2022 valid until 12/12/2025
SEDEX	Employee standards within the company	100% ZC1087010	11/25/2027

4 Central responsibility

C9

As early as 1986, Dr. Arend Oetker recognized Dr. Suwelack's potential and joined the company as a partner. The Oetker family has been the sole shareholder since 2006. At the time of reporting, the family of Dr. Arend Oetker was the owner of Dr. Otto Suwelack Nachf. GmbH & Co. KG. Since January 1, 2025, the company has been reintegrated into the Arend Oetker Nahrungsmittel Holding Group as a subsidiary of Schwartau International GmbH.

Dr. Suwelack is represented by managing directors Florian Ney (CEO) and Frank Hußmann (CFO). With three additional members, the management team specializes in different corporate functions, thus ensuring targeted control.

Figure 1 // Organizational structure

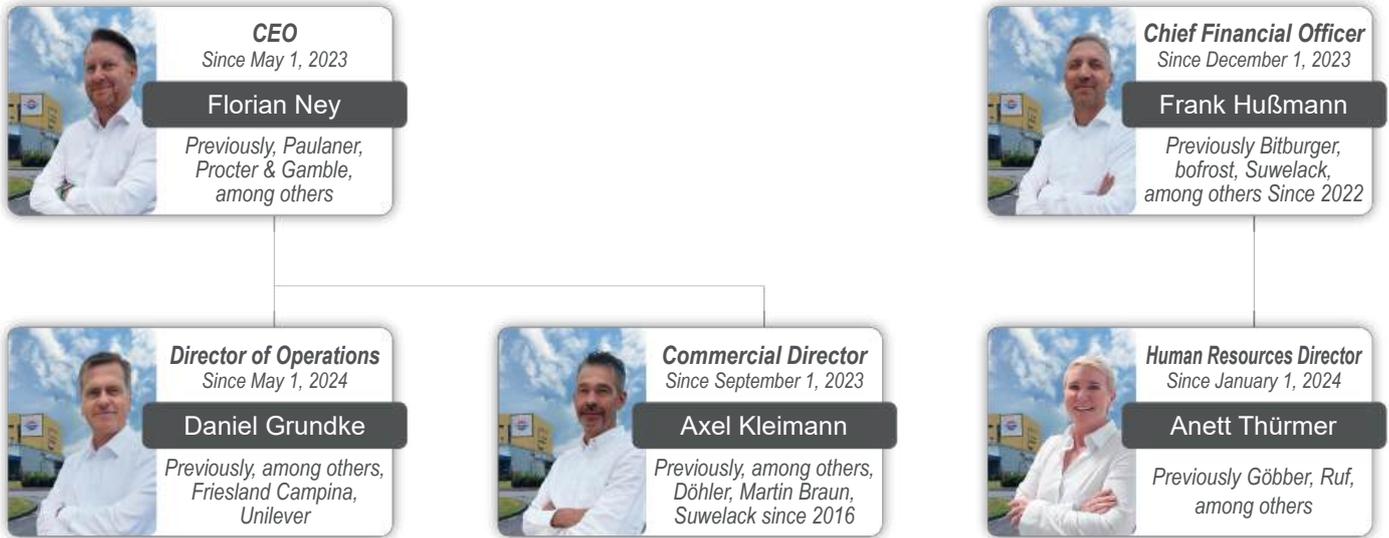


Table 3 // Gender diversity ratio in governance body
Representation of the ratio of female to male members

Gender diversity ratio in governance body	1:4
---	-----

5 Our business model

5.1 Strategy

C1

For over 140 years, we have been a reliable partner in the processing of coffee, baking ingredients, dairy products, and specialties through fermentation and drying. To maintain this reputation, we are building on a powerful organization, competitive costs, and sustainable and stable business areas. Our strategy is dynamic and forward-looking. It takes current developments such as digitalization, new forms of work, and social changes into account. This is how we create a working environment that is flexible, inclusive, and conducive to high performance. We understand sustainability not only as an ecological principle, but as a comprehensive value that equally combines economic performance, social responsibility, and environmental awareness. Sustainable economic success and long-term survival are only possible if ecological, social, and economic aspects are in balance - that is why we holistically align our business activities with this principle.



In doing so, we are guided by our corporate values, which have a decisive influence on our collaboration:

-  We treat each other with respect
-  We stand for expertise and passion
-  We are constantly evolving
-  We take responsibility



Based on our overarching corporate strategy, we develop customer-oriented dried gourmet products in the Coffee, Milk, and Bakery business units, as well as their vegan alternatives, and sweeteners. The drying technology is particularly impressive because it gently extends shelf life without compromising the usefulness and desired properties of the products. For raw materials that are otherwise highly perishable, we can guarantee a minimum shelf life of up to 18 months, meaning our business activities provide an important contribution to reducing food waste in the food industry. Due to their lower water content, dried products have a significantly reduced transport weight, which lowers transport costs and CO₂ emissions. In addition, our high-tech extraction processes significantly increase the yield of coffee. Here, for example: from 1 kg of raw beans, we obtain around 2.4 times the amount of coffee compared to conventional filter coffee production. An added value that not only enables targeted and lower dosages, but also makes an ecological contri-

bution. This enables us to supply the national and international market with consistent quality, despite long delivery routes.

As a **"brand behind your brand"**, we solely operate in the B2B sector, providing our industrial customers with tailor-made solutions and high quality standards. Therefore, in our most important business relationships, long-term partnerships with our customers and suppliers are our top priority. We focus on providing our customers with expert, personalized advice and actively communicate with our suppliers. Furthermore, we consider active cooperation with industry associations, research institutions, and public institutions (local authorities and government agencies) to be an important part of our business relationships.

The value chain of our products encompasses all processes, ranging from raw material procurement right up to delivery to the customer. We focus on our own activities, in particular, as this is where we can exert a direct influence, but we also take into account activities in the upstream and downstream value chain. Depending on the product group, the value chain varies in terms of the origin of its raw materials. The raw coffee beans are sourced globally, due to the special climatic conditions. We source the raw materials for our milk and bakery range mainly from German or nearby European suppliers. We are in active communication with our direct partners (Tier 1 suppliers). At Dr. Suwelack, we refine coffee, dairy products, and baking ingredients according to customer requirements, and we dry them to produce high-quality, long-life ingredients for gourmet products. After secure packaging, we then deliver the goods to our industrial customers.

5.2 Policies

Dr. Suwelack implements the corporate strategy in the form of a uniform corporate policy. In addition to formulating a mission statement, the guideline sets out strategic goals on the following topics: quality and food safety, environment and energy, labor and human rights, sustainable procurement, business ethics, and a digital whistleblower system. In this policy, we at Dr. Suwelack commit ourselves to our corporate culture, food safety culture, ethical conduct, and environmentally- and socially-responsible activities. In addition, we have adopted an anti-corruption policy. The above guidelines and policies apply to all employees of the company. Responsible positions are named for managing content. We require our suppliers to sign and comply with our Code of Conduct. Our policies are, of course, publicly available to our employees, and we publish them for customers and suppliers upon request. The aforementioned topic-specific guidelines are listed and explained in more detail in the following chapters.

5.3 Sustainability management

B2, C2

We at Dr. Suwelack have decided to prepare and compile our first voluntary sustainability report within a structured project framework. The aim of the project was to produce a comprehensive, transparent, and forward-looking report in accordance with VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs), which will fully prepare us for the anticipated reporting requirements from the 2027¹ financial year onwards. To ensure effective implementation, a clear project framework was first established, followed by a permanent sustainability organization with defined roles and responsibilities.

5.3.1 Team and organization

The core sustainability team plays a key role in sustainability management. The central tasks include defining the overarching goals of the sustainability strategy and establishing sustainability as an integral part of Dr. Suwelack's corporate strategy. The core team makes decisions on key content and strategic goals and measures. It consists of the Executive Board, the coordinating Sustainability & Environment department, and other heads of central functions. The membership of the two managing directors, Florian Ney (CEO) and

¹ As of October 2025

Frank Hußmann (CFO), emphasizes not only their personal commitment, but also the relevance of sustainability in the company's strategy.

The Sustainability & Environment department (Tim Schepanek, Helena Morgret) is responsible for monitoring the implementation of the long-term sustainability strategy. This includes coordinating and effectively implementing sustainability initiatives in line with corporate goals. In addition, with their technical expertise, they support operational implementation and participate in topic-related workshops, meetings, and networks. They consult with relevant stakeholders to understand and take their expectations into account.



5.3.2 Double materiality analysis

For the first time in 2024, we conducted an ESG-oriented risk analysis as part of the double materiality analysis in accordance with the ESRS (European Sustainability Reporting Standards). With external support, the core sustainability team identified key issues that now form the core elements of Dr. Suwelack's sustainability strategy. From a dual perspective, significant impacts on the environment and society (inside-out) were identified and assessed, as well as financial risks associated with sustainability and the opportunities we exploit (outside-in). The company's own activities were taken into account at its Billerbeck site, as well as the upstream and downstream value chain. The focus was on direct influence, so we initially concentrated on our own business activities and our direct suppliers (Tier 1) and customers. In the upstream value chain, our focus was on material procurement and on the social and geopolitical conditions at the source of the raw materials. Due to industry-specific conditions, these factors pose an increased risk of human rights violations, labor rights violations, and negative environmental impacts.

For our strategic orientation, it is important for us to know and understand our stakeholders, both externally and internally. Dialog is very important to us, especially with our customers and suppliers, and of course with our employees. But we also maintain close contact with the authorities and politicians. The concerns and findings gathered from the dialog were evaluated as part of the double materiality analysis.

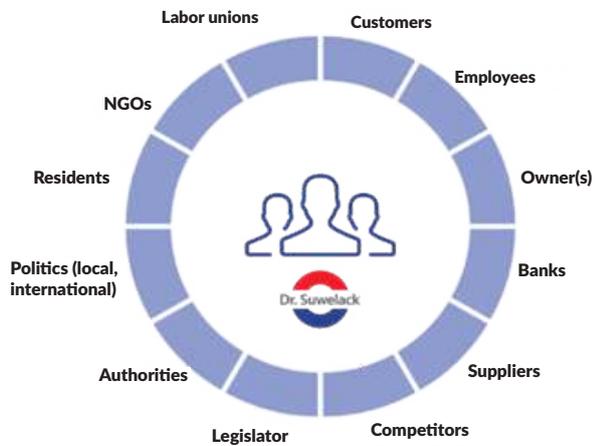


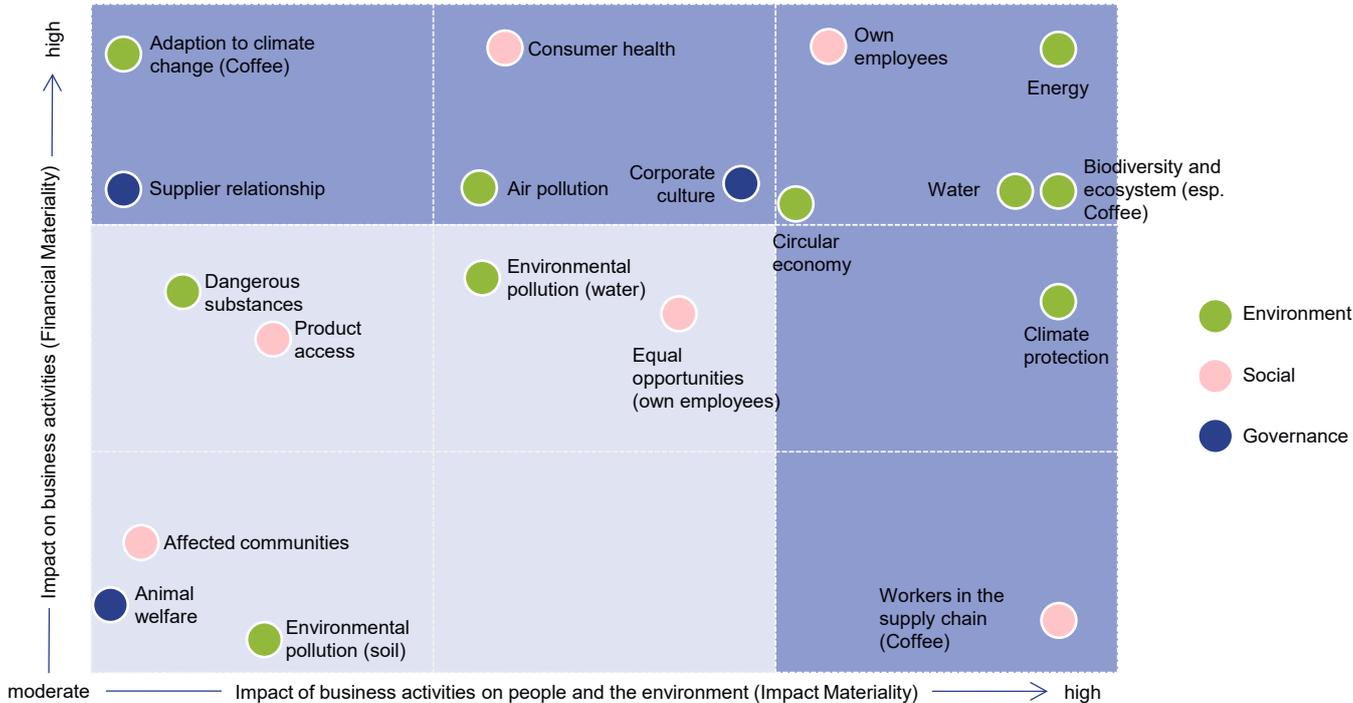
Figure 2 // Dr. Suwelack's stakeholders

In total, we identified 32 significant impacts, risks, and opportunities (impact, risk, and opportunity management, IRO). This corresponded to six positive and nine negative impacts, as well as 13 risks and four opportunities. The double materiality matrix (see Figure 3) shows twelve aggregated topics from the environmental, economic, and social dimensions. The topics of energy, biodiversity and ecosystems, water, circular economy, and the company's own workforce were given the highest priority. The topics of climate change adaptation, climate protection, air pollution, supplier relationships, consumer health, and corporate culture were also considered material, either from a financial perspective or because of their significant impact on people and

the environment. The sustainability priorities we have set reflect the issues that are customary in the food manufacturing industry.²

The findings of the materiality analysis form an important basis for our holistic corporate strategy. Based on this, strategic goals (> 5 years) and operational, medium-term goals (< 5 years) were defined and underpinned with effective measures. Specific practices, projects, and initiatives are reported in context in the individual topics. As part of the risk analysis, the annual review enables the ongoing integration of additional topics.

Figure 3 // Materiality matrix, areas shown in dark colors are material topics



² ECOVADIS, 2025.

**WE SET AMBITIOUS
TARGETS FOR
REDUCING OUR
GREENHOUSE
GAS EMISSIONS
AND REVIEW
THESE REGULARLY.**

6 Climate change – Energy and greenhouse gas emissions

Climate change and energy consumption are closely interrelated. The combustion of fossil fuels produces greenhouse gases (GHG), meaning that the choice of energy source also determines the effect on climate change. Drying is generally an energy-intensive process, which means that energy is considered a highly significant issue, due to its environmental impact and also for cost reasons.

6.1 Climate strategy and policy

B3

Dr. Suwelack operates energy-intensive manufacturing processes whose CO₂ emissions, despite the high standard of technology, pollute the environment and contribute to climate change. Therefore, reducing energy consumption and substituting fossil fuels are essential. Efficient energy use and our energy management system in accordance with DIN EN ISO 50001 are important factors in decarbonization and environmental protection. We are continuously and open-mindedly working toward using technology that will transform the energy supply into a sustainable one.

We have therefore set ourselves the goal of becoming climate neutral in the long term. To this end, we established a climate protection strategy in 2022, which is now an integral part of our corporate policy. It consists of five main objectives. Since 2019, we have been calculating our corporate carbon footprint annually in accordance with the Greenhouse Gas (GHG) Protocol for Scopes 1 and 2. In 2023, we joined the Science Based Targets initiative (SBTi), committing to science-driven climate goals aligned with the Paris Agreement. With this step, we are making a clear commitment to science-based climate targets that are in line with the Paris Agreement. The SBTi supports companies worldwide in defining concrete and verifiable emission reduction targets, thereby making an active contribution to limiting global warming to 1.5 °C. By joining, we are taking on responsibility for systematically reducing our CO₂ emissions along the entire value chain and further strengthening our sustainability strategy. For Dr. Suwelack, this is an important milestone on our path toward greater climate protection, transparency, and sustainable business practices. Our climate strategy is based on three key pillars: (1) optimizing existing processes to reduce emissions, (2) improving energy efficiency, and (3) gradually increasing the share of renewable energies. These measures are an integral part of our sustainability goals and serve to systematically decarbonize our business activities.

The reduction of energy consumption and GHG emissions is addressed in the Environment and Energy section of the corporate policy. Here, we commit ourselves to implementing and continuously improving the energy management system in accordance with DIN ISO 50001, as well as to reducing energy consumption. To this end, we focus on the ongoing identification and examination of energy transformation and substitution options for fossil fuels, including their implementation.

6.2 Greenhouse gas reduction targets

C3

Dr. Suwelack treats high energy requirements as a top priority. Our strategic goals are supplemented by operational goals that specify the concrete implementation. Based on our 2021 carbon footprint, we have defined emission reduction measures and our climate targets in line with the SBTi. Accordingly, we aim to reduce our Scope 1 and 2 emissions by 23% (compared to 2021) by 2030. We are striving to achieve climate neutrality in our production (Scopes 1 & 2) by 2045 and climate neutrality across our entire value chain (Scopes 1, 2 & 3) by 2050.

By switching to green electricity, we already exceeded the SBTi target of reducing GHG emissions by 23% by 2030 in 2023. Dr. Suwelack then set himself another, more ambitious goal with regard to climate neutrality by 2050: regardless of annual production volume, each business unit is now to save 13% of energy per ton

produced by 2030 (compared to 2021). Furthermore, we aim to continue covering 100% of our electricity consumption with renewable energies.

Our product diversity, plant configuration, and heterogeneous energy supply present us with challenges in terms of determining product-related emission values (product carbon footprint, PCF). Therefore, we are unable to determine any communicable values at this time. We continue to work intensively on the transparent determination, recording, validation, and distribution of product-related CO₂ emissions. To this end, primary and secondary data is collected across the company in an interdisciplinary manner³. The goal is to obtain all emission values from our suppliers for our main raw materials and to achieve a carbon footprint for Scope 3 by the end of 2026.

We see the product carbon footprint as a valuable tool for presenting energy flows in a transparent and comprehensible manner for specific products. The absolute amounts of energy appear high at first glance, but as already mentioned, we can achieve a significantly higher yield with coffee, for example, by using high-tech extraction processes.

6.3 Climate risks and transition for climate protection

C3, C4

A transition plan for tackling climate change within the meaning of Delegated Regulation (EU) 2023/2772, for companies with a significant impact on the climate, is not yet available. A fundamental component is climate risk analysis, which assesses the impact of climate events on the company. We are already systematically addressing the physical climate risks at the site, which are being assessed by experts and monitored as part of existing processes. Dr. Suwelack has identified a risk only in the increase in periods of dry weather, the associated fluctuations in the groundwater level, and the long-term water supply. Comprehensive processes for assurance and risk assessment exist for this purpose, which are described in the sub-chapter on water resources. In addition, our concept for preventing incidents also takes climate-related extreme weather events such as storms, lightning strikes, hail, snow loads, freezing rain, frost, and heat into account. Work and operational risks relevant to environmental protection are assessed and incorporated into alarm and hazard prevention plans.

Potential transition risks, such as rising costs for greenhouse gas emissions, regulatory requirements for existing products, and technological change toward lower-emission processes, were identified and translated into action plans. The transformation concept is a central component of the climate strategy. As part of the double materiality analysis, the annual review enables the ongoing integration of further climate risks and the derivation of appropriate adaptation measures.

6.4 Actions and metrics

Over the past four years, through various efficiency and optimization measures, we have already been able to reduce our Scope 1 and 2 CCF by 36% at this site. The switch to green electricity in 2023 made the largest contribution (approx. 20%). This means that a total of 15% of absolute energy consumption already comes from renewable energies.

As part of our optimization and efficiency strategy, we expanded the local heating network in 2024, which specifically utilizes energy from waste heat processes. Among other things, waste heat that is generated during steam production is used to heat the administration building and to preheat other production processes. This intelligent heat recovery system has enabled us to significantly reduce the energy consumption in this process step and achieve annual CO₂ savings of around 143 tons. Furthermore, we have already converted 60% of our lighting to LED bulbs and are continuing with the conversion.

³ We adhere to DIN ISO 14067, GHG Protocol, and other scientific standards.

We are continuously and open-mindedly working toward using technology that will transform the energy supply into a sustainable one. In doing so, we focus on innovation, diversity of approaches, and the intelligent combination of existing and new technologies.

When making new investments, we take a forward-looking approach and focus specifically on flexible alternatives for energy sources. The burners used are both hydrogen-compatible and can easily be converted to biofuels. Our goal is to balance security of supply, economic efficiency, and climate protection, thereby ensuring the long-term success of energy transition for Dr. Suwelack. In addition to wind and solar energy, hydro-power, storage technologies, geothermal energy, biomass, and new forms of technology can also make a contribution in the future, provided that they are both ecologically and economically viable. We are constantly monitoring the economic and technical evaluation of new measures, as well as those already considered in our transformation concept, and intend to continue investing in a sustainable energy supply in the future. Dr. Suwelack has been operating two of its own biogas-powered combined heat and power plants since 2008, which supplied 81,000 kWh of electricity in 2024. The energy source is sewage gas produced during coffee extraction - an intelligent way of recycling internal resources. Feed-in to the public grid is currently still subject to subsidies under the Renewable Energy Sources Act (EEG). However, this expires in 2028. From this point on, the electricity generated will be used entirely for our own supply, thus further contributing to our path toward energy independence. Nine potential measures have already been examined from a scientific, ecological, and economic perspective with the help of external experts since 2022. Currently, the feasibility of a biomass power plant, which could reduce the use of fossil fuels in steam generation, is being assessed.

We also offer sustainable mobility solutions for our employees. More than 60% of our company vehicle fleet already runs on hybrid or fully electric drives. As part of this initiative, we installed electric charging stations for electric cars and e-bikes on our company premises, which can be used free of charge by all employees. The use of bicycles and e-bikes for commuting to work will continue to increase following the introduction of company bike leasing.

We also work in various networks and interest groups focused on energy and sustainability transformation. For example, we are a member of the "Scale Hydrogen Valley" hydrogen initiative and an associate partner in the future-oriented project "ReNET-EV Regional Grid-Supporting Energy Networks in Industrial Parks," which are dedicated to the promotion and development of hydrogen networks. We consider regional cooperation and a shared understanding of future-oriented economic activity to be equally important. Our membership in the Institute for Sustainable Value Creation (INW) Coesfeld and the Münsterland Innovation Forum enables us to engage in targeted professional exchange with other regional companies in order to jointly develop practical solutions for decarbonization and sustainable value creation. Dialogue within the network not only promotes innovation, but also strengthens regional cooperation and a shared understanding of future-oriented business practices.

Table 4 // Corporate carbon footprint for 2024, based on GHG Protocol

gross emissions	Absolutely		Per EUR 1 million in sales	
Scope 1	35,814.40	t CO ₂ eq	275.49	t CO ₂ eq
Scope 2 market-based	0.00	t CO ₂ eq	0	t CO ₂ eq
in total	35,814.40	t CO ₂ eq	275.49	t CO ₂ eq

Table 5 // Total energy consumption

	renewable	non-renewable	total	
electricity	26,240.41	0.00	26,240.41	MWh
natural gas		154,639.15	154,639.15	MWh
heating fuels		251.44	251.44	MWh

7 Air and water pollution

B4

Our production processes involve specific environmental risks, which we continuously monitor and minimize: Our cooling and steam generation, extraction, and drying processes emit various air pollutants, which are reduced to a minimum by state-of-the-art bio-washers and filter systems.

In the water sector, our high product and hygiene standards require extensive cleaning processes. In our company's own wastewater treatment plant, our wastewater undergoes extensive treatment in several stages before it can be discharged in a controlled manner into the adjacent Fauna-Flora Habitat (FFH area). Water quality is ensured through strict regulations and continuous monitoring. We therefore maintain close contact with the authorities and have a comprehensive monitoring and measurement program in place for pollutant emissions into the air and water.

7.1 Strategy and policy

We are fundamentally committed to developing safe and environmentally friendly production processes to protect health and the environment. This includes our active commitment to keeping the air and water clean. Therefore, we not only strictly adhere to all legal requirements, but in many areas we even fall significantly below the permissible pollutant limits. This is an expression of our commitment to actively contribute to environmental protection beyond mere compliance.

Our contribution to the issue of air emissions: Specifically, this means that heating oil, as a high-risk energy source, will be avoided in new investments in order to reduce GHG emissions and air pollutants. We aim to reduce our air pollutant emissions by 10% by 2030 (compared to 2024).

Our contribution to the issue of water pollutants: The wastewater treated in the company's own sewage treatment plant is then discharged into the nearby water body within the Berkel FFH area. Detailed monitoring is a central element of our protection strategy. In addition to daily measurements, wastewater and water quality monitoring is carried out at regular intervals by external experts in order to identify potential impacts on biodiversity at an early stage and counteract them. By 2030, we want to reduce the amount of wastewater by 10% (compared to 2024), thereby also significantly reducing the pollution caused by water contaminants.

7.2 Actions and metrics

Exhaust air purification is a high priority during ongoing operations at Dr. Suwelack. Therefore, state-of-the-art biowashers or exhaust air filter systems are installed at all emission sources. In order to contribute to the long-term reduction of air emissions, we are gradually replacing the dual-fuel burners in the refrigeration systems. The modernized technology not only reduces pollutant emissions, but also gas consumption, thereby contributing to lower energy consumption. To ensure security of supply, we rely on dual-fuel burners, which can be operated with heating oil in addition to gas in the event of a gas shortage. Two burners have already been replaced in the last two years. The last burner replacement is planned for 2025. The replacement of all burners will be completed in 2025.

Our wastewater is discharged into the adjacent FFH area of the Berkel watercourse. Water protection is a high priority, which is why Dr. Suwelack has its own three-stage wastewater treatment plant to keep water pollutants to a minimum. With the help of a forward-looking process, the wastewater treatment plant is specifically designed not only to comply with legal limits, but to fall well below them. By regularly monitoring the relevant parameters, impending exceedances can be detected at an early stage and immediately corrected by taking targeted countermeasures. To this end, the wastewater is fed into two buffer tanks, each with a capacity of 1,500,000 liters, which enable flexible wastewater management. A further step was taken in 2022, with a new collection tank for wastewater containing aspartame and sucralose. In addition to pollution, the discharge temperature of the water is also an important criterion for this sensitive ecosystem. To address this issue, an additional wastewater cooling system was commissioned in 2022—an investment worth millions that has been proven to reduce the environmental impact on the water.

Table 6 // Annual air and water pollutant emissions into air and water in 2024

Pollutant	Air	Water	
Carbon monoxide (CO)	5094.23	-	kg
Nitrogen oxides (NO _x /NO ₂)	107.48	941.36	
Formaldehyde (CH ₂ O)	11.18	-	
Sulfur oxides (SO _x /SO ₂)	867.39	-	kg
Total organic carbon (TOC, total C, COD)	4988.26	4711.09	kg
Total phosphorus	-	124.46	kg
Ammonium ions (NH ₄ ⁺)	-	82.97	kg
Total nitrogen	-	1660.41	kg

8 Water resources

B6

Our business premises are located outside of water protection areas in the Hamern industrial park in the town of Billerbeck. However, the Mehrsmannbach stream and the Berkel FFH area are located in the immediate vicinity. The latter is a nature reserve whose biodiversity must be preserved.

Dr. Suwelack has four company-owned water wells: The extracted groundwater is used to supply the company site with drinking water, industrial water, and operating water and is extensively treated for the respective purpose. Water consumption is primarily attributable to our high quality standards and the associated cleaning processes. The high water extraction associated with this can potentially lead to a lowering of the groundwater level in the surrounding area, which we are constantly monitoring as part of an officially approved monitoring program. Further information follows in the chapter actions and metrics.

8.1 Strategy and policy

Our drinking water supply from groundwater is secured for the long term. The monthly checks on our wells are supplemented by a risk-based approach in accordance with TrinkwEGV. Dr. Suwelack regularly checks the long-term security of groundwater and surface water supplies by conducting comprehensive hazard assessments, risk evaluations, and continuous internal and external monitoring of drinking water quality. In 2019, an external scenario analysis was conducted for the first time on the effects of climate change on water availability up to 2050, and no significant risk was identified at our site. An annual expert assessment of the impact of groundwater extraction on agricultural yield data completes this approach.

**OUR SUPPLY CHAIN
IS EVALUATED
ACCORDING
TO UNIFORM
SUSTAINABILITY
CRITERIA TO
ENSURE
ENVIRONMENTAL
AND SOCIAL
STANDARDS
ARE MET.**

Water is an indispensable and valuable resource. Reusing them is a key part of our understanding of the careful use of resources. We identify potential savings through the reuse of process water as early as the planning and implementation stages of efficiency measures, and then implement these savings. Over the past 10 to 15 years, numerous measures have significantly reduced water consumption. The focus is on water recovery and recycling within production, as well as the use of water-saving or even water-free processes and technologies.

Our water strategy aims to secure long-term water rights permits for groundwater extraction. By 2030, we aim to reduce both water withdrawal and wastewater generation by 10% (compared to 2024). In this way, we not only want to make an active contribution to protecting the available water supply, but also indirectly reduce the pollution caused by water contaminants.

8.2 Actions and metrics

With the help of our in-house experts and internal processes, our suggestion scheme, and now our Continual Improvement Agency (CIA) team, efficiency-enhancing measures are continuously proposed, reviewed, and implemented. By reducing the cleaning in place (CIP) processes through technical and organizational optimization measures, significant amounts of water have already been saved in recent years. In addition, intelligent planning of the production sequence and batch size reduced the frequency of cleaning intervals.

Table 7 // Water withdrawal, consumption, and wastewater

Total water withdrawal	548544	m ³
Total water withdrawal from areas with high water stress	-	m ³
Wastewater	416510	m ³
Total water consumption	132034	m ³

9 Biodiversity and ecosystems

Our business depends on reliable sourcing of raw materials. As a food manufacturer, a large part of our environmental impact is attributable to the cultivation of raw materials. For this reason, we have specifically integrated this section of the value chain into the double materiality analysis.

From an environmental perspective, every raw material used by our business units carries similar potential risks. Rising temperatures, changing precipitation patterns, droughts, and extreme weather events are threatening yields and quality. Intensive land use through monocultures and the use of pesticides and fertilizers promote biodiversity loss. In addition, arid farming regions face an increased risk of water scarcity due to agricultural irrigation. While soy cultivation for animal feed is a critical issue in the case of raw milk, the focus in the case of grain and especially coffee cultivation is on the ecological impact of raw material cultivation itself.

9.1 Strategy and policy: Procurement

We address environmental, social, and economic issues in the value chain in the chapter "Sustainable Procurement" in our overarching corporate policy. To address these risks strategically, we build long-term partnerships with our suppliers who are committed to environmental issues (climate change and biodiversity) and social issues. Common goals can only be achieved on the basis of trusting cooperation.

In order to strengthen sustainable practices and intensify partnerships, Dr. Suwelack has set itself the goal of revising and expanding the current supplier self-assessment regarding ecological and social sustainability criteria by 2026.

9.2 Actions and metrics

Our business units could not be more different, but they are all united by the refinement achieved through drying technologies. Since our direct sphere of influence is limited due to the complex value chain, we see success in collaborative cooperation. That is why we place particular emphasis on long-term partnerships with our suppliers. We work on projects and initiatives for climate-friendly and socially responsible procurement in a spirit of constant exchange, with the aim of saving energy in the long term, promoting biodiversity, and creating fair conditions.

When sourcing raw materials, we place great importance on product certifications in order to minimize risks on site (see Table 8). We support social and environmental efforts locally, particularly in the procurement of raw beans and palm oil, through Fairtrade, Fairtrade Organic, EU Organic, Rainforest Alliance, and RSPO (Roundtable for Sustainable Palm Oil) certifications. We only purchase RSPO-certified palm oil. The current proportion of certified raw beans stands at 38%. The certifications do not only apply to the raw materials, but also to the end product, making the entire supply chain transparent and sustainable. We are striving to further increase the proportion of certified raw materials, but limited availability of goods poses challenges for us, particularly in the milk sector. As an expression of our social responsibility, we are certified according to the internationally recognized SMETA standard (Sedex Members Ethical Trades Audit). In addition to social issues, it also examines environmental responsibility in the supply chain.

As part of our holistic sustainability strategy, we use the EcoVadis platform to systematically and continuously monitor and evaluate our sustainability performance. Annual monitoring not only enables comparison with other companies in the industry, but also provides valuable impetus for targeted improvement measures, thereby supporting the ongoing development of our sustainability management.

Table 8 // Certificates in the business units, relating to raw materials and finished goods

	Coffee	Bakery	Milk	Vegan
 DE-ÖKO-001	•	•	•	•
		•		
 FAIRTRADE	•			
	•			
	•			
 9-0117-12-100-00		•	•	
 Sedex Members Ethical Trade Audit	•	•	•	•

Sustainability also means using our expertise for ideas. Therefore, our research and development department works closely with our internal application specialists and external research institutes to achieve not only the highest quality, but also innovations and new application ideas.

Coffee

In particular, we are prioritizing sustainability issues in the coffee value chain. Due to the climatic conditions required for growing coffee, we are dependent on imports from around the world.

Our product itself makes a valuable contribution to sustainability - compared to filter coffee, our soluble coffee specialties offer a significantly higher yield. Overall, when compared to conventional filter coffee, we obtain approximately 2.4 times more product from 1 kg of green raw beans. Based on the same quantity of raw beans, our product therefore requires significantly fewer resources at source, without compromising on its intense flavor. This is ensured by our gentle drying technology, using Coffee Aroma Protection. Nevertheless, we take the prevailing risks of biodiversity loss very seriously.

To combat global deforestation, in 2023, the European Union issued Regulation (EU) 2023/115 on deforestation-free products (EUDR), according to which raw materials such as green coffee and palm oil, as well as certain products made from them, must not have been produced on land that was deforested after December 31, 2020. The EUDR applies exclusively to the products listed in Annex I of the Regulation, among which freeze-dried coffee (HS Code 2101) is not included. Given the legal uncertainties surrounding the EUDR ⁴, we are in close contact with our partners regarding the procurement of deforestation-free green coffee beans.

⁴ As of November 2025

In order to have a direct impact locally, we rely on ecological and social product certifications. For the coffee value chain, Fairtrade, Fairtrade Organic, EU Organic, JAS Organic (Japan), and Rainforest Alliance certifications are a sign of our efforts.

In addition, we are currently working intensively on environmentally-friendly and locally-grown coffee alternatives. In view of the future challenges regarding the security of supply of raw coffee beans, we would like to offer a sustainable and regional solution. This alternative should not only taste great, but also contribute to environmental protection and reduce dependence on imports. Therefore, we are already in close contact with European producers of innovative alternative products. We are also a member of the German Coffee Association (Deutscher Kaffeeverband e.V.). We are actively involved in the working group for sustainability, working to redesign the value chain. The fact that Europe's largest network for coffee companies is professional and effective is demonstrated by its "Association of the Year 2024" award in the field of sustainability.

Milk

Unlike coffee, which is a globally sourced commodity, we can source dairy products regionally. The majority comes from Germany and neighboring EU countries.

The European origin of the milk guarantees compliance with strict legal requirements regarding animal welfare and deforestation-free feeding - in particular through Regulation (EU) 2023/1115 on deforestation-free products (EUDR), which also applies to soy cultivation. Most of our milk comes from conventional farming, but we also offer EU organic-certified products. Our milk producers certified by the QM-Milch foundation show that conventional farming can still be sustainable: by 2025, the foundation will have completed a detailed sustainability assessment, including animal welfare, which is intended to promote dialog between producers and consumers. A total of 15,000 milk producers have already participated in the QM Milk project. This corresponds to approximately one in four German dairy farms and one in three dairy cows. The project was launched in 2017 by the Thünen Institute and the Association of the German Dairy Industry (MIV e.V.). Therefore, we are proud to be a member of the association and actively committed to the sustainable transformation of the industry.

Our vegan product range enables the use of dairy-free alternatives and supports a plant-based diet. The extracts based on oats, rice, and millet are characterized by their versatile applications and are on par with our milk-based range. We respond to individual customer requests with great enthusiasm and flexibility, thereby actively contributing to strengthening more environmentally friendly product solutions⁵.

Bakery

Just like our dairy products, we source most of our grain mill products from the German and surrounding European markets, where strict European legislation promotes environmental and social sustainability. With our EU-Bio and BIO-SUISSE ORGANIC certified sourdoughs, we make an ecological contribution that goes beyond the legal requirements. Overall, we refine the raw materials into various naturally fermented and gently dried sourdoughs for the SUGRANO® range. This preserves valuable ingredients and aroma, while also ensuring a long shelf life. This technology also enables us to market our products internationally.

We want to continue offering our customers the full range of products in our Florentina crispy creations range. Dr. Suwelack therefore uses only RSPO-certified palm oil (Roundtable on Sustainable Palm Oil) in order to promote sustainable extraction methods for palm oil and thus limit environmental damage.

In addition, we are involved in the Association of the Manufacturers of Bakery Ingredients (Backzutatenverband e.V.) to support and promote the sustainable procurement of grain milling products in the industry.

⁵ Chai et al. (2019): Which Diet Has the Least Environmental Impact on Our Planet? A Systematic Review of Vegan, Vegetarian, and Omnivorous Diets. *Sustainability*, 11(15), 4110.

**WE CONSISTENTLY
INTEGRATE THE
PROTECTION OF
THE ENVIRONMENT
AND NATURAL
RESOURCES
INTO OUR DAILY
ACTIVITIES.**

9.3 Location-based biodiversity

B5

Dr. Suwelack prioritizes biodiversity in the value chain. Nevertheless, our activities naturally also have an impact on the ecosystem in the vicinity of the company premises. The 17.30 ha company premises are located in the Hamern industrial area and border the 728ha Berkelaue nature reserve. A total of 64 km of the Berkel river is under protection. The Berkel is one of the few rivers in the Münsterland region that still flows in a natural riverbed, at least in some sections.

By discharging the treated wastewater directly into the surface waters of the Berkel, we have a direct impact on local biodiversity. The chapter on water resources describes our approach to water resources in more detail.

We see our unsealed areas as an opportunity to contribute to maintaining ecological diversity - Dr. Suwelack avoids soil sealing directly on the company premises. In addition, a 3000 m² wildflower meadow was created in 2018, providing valuable habitat for honeybees, bumblebees, butterflies, and many other insects.

Table 9 // Land use by Dr. Suwelack

Land use type	area	
Total sealed area	8.48	ha
Natural area on site within the company premises	1.71	ha
Natural area on site outside the company premises	7.10	ha
Total area	17.30	ha

10 Resource use, circular economy, and waste management

B7

Treating waste as a valuable resource and reusing it wherever possible helps conserve resources and reduce costs. Therefore, there is great potential in the circular economy for food, packaging, and general process waste.

Due to the nature of the process and production, large quantities of coffee grounds and sewage sludge are unavoidable, as are production-related food losses and significant amounts of packaging waste. In addition, Dr. Suwelack relies on disposable packaging such as plastic bags and wooden pallets for export, which inevitably generates further waste in the downstream value chain.

Food packaging is generally subject to strict legal requirements that severely restrict the use of recycled materials. Although recycled content would be an ecologically sound solution, the current Regulation (EU) 2022/1616⁶ only allows its use under very specific conditions, which makes implementation difficult.

10.1 Strategy and policy

Our sustainability strategy aims to significantly reduce the consumption of natural resources. A key approach is the integration of product life cycle thinking into all stages of production. This enables us to systematically identify and minimize resource consumption and reduce environmental impacts along the entire value chain.

Our circular economy strategy is centered on the European principles of the circular economy. These include long-term usability, reusability, reparability, disassembly, reprocessing, recycling, and the return of materials to the biological cycle. When it comes to the holistic optimization of product and material use, we follow

⁶ Regulation (EU) 2022/1616 on recycled plastic materials and articles intended to come into contact with food

the waste hierarchy set out in the German Circular Economy Act (KrWG), which specifies clear priorities. In doing so, we not only consider our own activities, but also take into account the upstream and downstream value chain.

As part of our circular economy strategy, we are pursuing ambitious goals to reduce waste and promote a resource-efficient circular economy. The primary goal is to exploit all potential for waste prevention. We are therefore aiming to reduce the total amount of hazardous and non-hazardous waste by 10% by 2027 (compared to 2024). The main focus is on food waste. Food sent for disposal should be reduced by at least 10% in 2025 (compared to 2024).

The recyclability of our materials is also a key focus of our efforts. We want to increase our already high separate collection rate from 96% (2024) to 98% in 2026. In addition, we plan to systematically record the recycling rate of our waste for the first time by

2026 in order to identify further optimization potential along the disposal chain. We are also focusing on the downstream value chain: We are expanding our product portfolio of packaging materials to include mono-film for small containers. The processing of mono films on our flow-wrap machines is to be established by 2026 in order to further improve the recyclability of our packaging and promote material recycling.

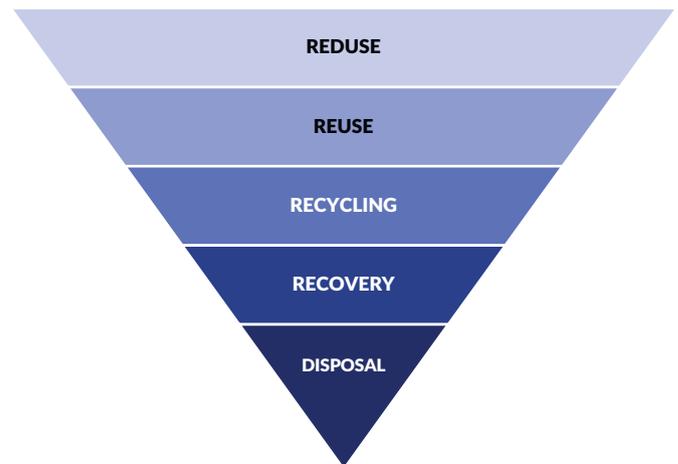


Figure 4 // Our waste hierarchy

10.2 Actions and metrics

The circular economy strategy focuses on prevention and increasing recyclability in the downstream value chain. Packaging development in particular is working consistently to implement this.

Reduce

In order to reduce our total waste volume, our packaging development team is continuously working on potential savings. In many small projects, the thickness of films and cardboard is questioned and reduced, provided that no disadvantages are to be expected.

To prevent food waste, we start at the production stage. In order to reduce deposits in the spray towers, the operating times of the spray towers were specifically adjusted in 2024. This not only prevented 220 tons of food waste per year, but also yielded additional valuable product. Overall, the measure saved 33% of annual product losses at the spray towers. Our engineers are working on numerous other projects that not only increase production efficiency through technological solutions, but also conserve resources.

Reuse

We see valuable resources in what are considered waste materials, which can be reused in a meaningful way. We collect the product residues generated during drying in a targeted manner - around 30 to 40% served as a valuable raw material for animal feed in 2024. Thanks to this repurposing, we have already significantly exceeded our goal of reducing food waste by 10% by 2026.

We also consider water to be a valuable resource. The reusability of process water is discussed in more detail in the chapter on water resources.

Recycling

We want to minimize waste. Nevertheless, unavoidable waste is generated during the process, which we want to prepare for recycling in the best possible way. That is why we separate into approximately 40 different fractions. This meant that our separate collection rate in 2024 was already 96%, which we want to increase to 98% by 2027 as a sign of our efforts.

In order to further improve the recyclability of our packaging and strengthen the material cycle, we are also adding monomaterials to our product packaging. Since 2023, we have been working intensively on enabling our tubular bag machines to process mono films. The material properties in particular posed challenges for packaging development in terms of developing aroma- and moisture-protected packaging. Through extensive storage tests, we ensure that product quality is maintained - minimum shelf life, taste, and sensory properties remain unchanged. In addition to improved recyclability, the lighter film also allows us to significantly reduce the amount of packaging material we use. Our preferred solution is recyclable packaging - however, we also offer packaging with a barrier layer upon individual customer request.



Finally, we want to promote the recyclability of materials by our packaging manufacturers as well. Although food packaging is subject to strict legal requirements, we use recycled materials for packaging that does not come into direct contact with food. Our FSC-certified cardboard packaging is a classic example. As a participant in the REPASACK system, we close Dr. Suwelack's paper fiber cycle for paper packaging with PE liners. The Interzero take-back system is a prime example of paper bag recycling. Marked

bags on the German market are collected, sorted, and recycled to produce a high-quality recycled raw material that can be reused for paper packaging. We use big bags for the further processing and shipping of our goods, and recycling these bags is an important issue for us. That is why we work with recycling hubs that regranulate the 100% recyclable big bags. The granulate is reused in new big bags.

Recovery

We definitely consider organic waste too valuable to throw away, and therefore extract energy from it. While we can use all raw materials in our milk and bakery product range, the coffee extraction process generates large quantities of coffee grounds. These are used to generate energy in biogas plants. We recycle the coffee grounds and sewage sludge for energy in an external biogas plant. We also use the clarification gases produced during coffee extraction to generate energy in our own combined heat and power plant.

10.3 Metrics

Table 10 // Annual waste generation in 2024

Total quantity of hazardous waste	26.58	t
Total quantity of non-hazardous waste	11194.00	t
Total waste generated	11220.57	t

Designation	Delivered to...		
	Recycling or reuse	Disposal	
Non-hazardous waste			
Components removed from discarded equipment	0.29	-	t
Plastic	1.33	-	t
Sludge from washing, cleaning, peeling, centrifuging, and separation processes	276.08	46.92	t
Waste from the preparation and processing of coffee, the production of yeast and yeast extract - materials unsuitable for consumption or processing	5021.87	25.2	t
Metal oxides	0.32	-	t
Waste from mechanical shaping processes and physical and mechanical surface treatment of metals and plastics	5.79	-	t
Paper and cardboard packaging	243.67	-	t
Plastic packaging	119.88	-	t
Wooden packaging	19	-	t
Mixed packaging	207.29	-	t
Copper, bronze, brass	0.18	-	t
Aluminum	1.12	-	t
Iron and steel	28.94	-	t
Mixed metals	44.81	-	t
cable	0.74	-	t
Mixtures of concrete, bricks, tiles, and ceramics	14.16	-	t
Mixed construction and demolition waste	0.23	-	t
Sludge from the biological treatment of industrial wastewater	2087.31	-	t
Sludge from other industrial wastewater treatment processes	3009.60	-	t
Paper and cardboard	1.68	-	t
Separately collected fractions - metals	4.52	-	t
Garden and park waste - biodegradable waste	6.20	-	t
Waste not otherwise specified	-	13.08	t

Hazardous waste			
Waste paint and varnish containing organic solvents or other hazardous substances	0.03	-	t
Aqueous rinsing liquids containing hazardous substances	7.80	-	t
Mineral-based non-chlorinated engine, gear and lubricating oils	0.90	-	t
Other solvents and solvent mixtures	0.86	-	t
Packaging containing residues (containing hazardous substances or contaminated by hazardous substances)	3.56	-	t
Absorbent and filter materials (including oil filters n.e.c.), wiping cloths, and protective clothing contaminated with hazardous substances	8.38	-	t
Discarded equipment containing hazardous components	0.23	-	t
Gases in pressure containers (including halons) containing hazardous substances	0.03	-	t
Laboratory chemicals (containing hazardous substances or contaminated by hazardous substances)	0.02	-	t
Waste containing other hazardous substances	0.82	-	t
Glass, plastic, and wood (containing hazardous substances or contaminated by hazardous substances)	0.06	-	t
Fluorescent tubes and other mercury-containing waste	0.50	-	t
Discarded equipment containing CFCs	1.13	-	t
Batteries and accumulators, as well as mixed batteries and accumulators containing such batteries	0.02	-	t
Discarded electrical and electronic equipment containing hazardous components (hazardous components of electrical and electronic equipment and accumulators and batteries classified as hazardous, mercury switches, glass from cathode ray tubes and other coated glass).	2.26	-	t

**WE TAKE
RESPONSIBILITY
AND CONTINUOUSLY
DEVELOP
OURSELVES
FURTHER.**

Social responsibility means taking responsibility for people and society - for the well-being of our employees and those working in the supply chain, but also for the safety of consumers and end users.

11 Own workforce

B8, C5

As the largest employer in the municipality of Billerbeck, we offer 480 employees a secure and fair workplace and are committed to their well-being beyond the legal requirements. We see our employees as our greatest asset - fair working conditions, equal opportunities, occupational safety, health, training, and continuing education, etc. increase well-being and promote commitment. Thanks to our motivated employees, we promise long-term expertise and performance. That's why we show our appreciation not only on special occasions such as Christmas parties or joint barbecues, but also in everyday life: with attractive corporate benefits, free drinks, and freshly-baked bread every day.

We identify potential occupational health and safety risks among our own workforce and work continuously to eliminate them. In addition, the shift system is a potential stress factor for the health of our employees.

11.1 Strategy and policy

We take responsibility: The safety, health, and well-being of our employees are central components of sustainable corporate management. The production of food requires high standards of hygiene and the handling of machinery and chemical substances. As a food manufacturer, we are not only responsible for the quality of our products, but also for the people who produce them, every day, with dedication and care.

Acting in accordance with the conventions of the International Labor Organization (ILO), the UN Guiding Principles, and all applicable national laws and regulations is a matter of course for us and is firmly anchored in our corporate policy. There, we make a clear commitment to conducting our business activities in a manner that ensures the safety, health, and well-being of our employees beyond the legal requirements.

Our corporate values form the basis for sustainable, responsible, and future-oriented personnel and organizational development, which is presented in more detail in the chapter on corporate values.

11.2 Remuneration, collective bargaining, and training

B10

We promote equality and diversity: numerous nationalities, languages, and ethnicities are represented at Dr. Suwelack. We promote permanent contracts. Fair pay in accordance with collective agreements, with the exception of management level, is a matter of course for us. Vacation and Christmas bonuses, 30 days of vacation, and a gift card are standard benefits at our company.

We stand for competence and promote expertise: Starting with young people at local schools, we warmly welcome children and teenagers to school tours, Girls' and Boys' Day, and school internships. Every year, we train people in the following professions: food technology specialist, industrial clerk, machine and plant operator, dairy laboratory technician, and mechatronics engineer. In our various fields of activity, we encourage further education and training at all hierarchical levels, to promote personal and professional competence. We see particularly great potential in the collaboration between our managers to develop skills, promote teamwork, and highlight individual talents.

The works council always acts in the interests of our workforce: through our company suggestion scheme, we encourage entrepreneurial thinking and action, new ideas, and constructive criticism. These efforts are reflected in our low staff turnover: many colleagues have been part of our team for decades- often with families who have already been working for us for numerous generations.

Table 12 // Characteristics of the workforce

B8, B10

	Number (per capita)
Number of employees	480
Gender	
Male	397
Female	83
Other	0
Not reported	0
Gender ratio at management level (female to male)	35.4%
Contract type	
Temporary contract	57
Permanent contract	423
Turnover rate	8.0%
Remuneration	
Percentage wage gap between female and male employees in the company	-9.69%
Percentage of employees covered by collective bargaining agreements	78%
Types of workers	
Total number of self-employed persons who work exclusively for the company and do not have their own staff.	0
Total number of temporary workers provided by companies, who are primarily engaged in the placement and supply of labor.	15

Due to the complexity involved, it has not been possible to determine the annual number of continuing education hours per employee by gender. We are working on determining these figures for the year 2025.

11.3 Occupational safety and health**B9****11.3.1 Occupational safety and health strategy**

Occupational safety is not just an obligation for us, but part of our corporate culture. A safe and healthy working environment not only protects employees from accidents and illness, but also promotes their well-being and performance. The occupational safety of our own workforce is a top priority in order to provide them with a long-term and safe working environment.

We strive for a culture of mutual responsibility in which all employees actively support themselves and others. Our vision for the future is therefore clear: Vision Zero (zero workplace accidents). We adhere to the principle that even a single accident is one too many. It is our declared goal to prevent accidents at work and protect the health of our employees.

That is why we are committed to a holistic culture of prevention: Using a management system for occupational health and safety in accordance with DIN ISO 45001, we continuously implement measures and programs to promote occupational health and safety, continuously improve them, and thus go beyond the legal requirements. Responsibilities are clearly defined, and those responsible receive technical support and advice. Occupational safety and health requirements are taken into account in the planning, operation, and maintenance of new facilities and are regularly checked during safety inspections. We promote our employees' skills and awareness of safe working practices through regular information, training, instruction, and further education.

Our specific goals are based on Vision Zero. This means that we want to ensure that we do not record any reportable accidents at work each year. To ensure that this does not remain an illusory goal, our management system is continuously monitored and improved in accordance with DIN ISO 45001. Furthermore, as in the past, we will not tolerate any deliberate violations of occupational safety regulations in 2025. Our commitment to full compliance with all legal requirements is an expression of our responsibility towards our employees and society.

Through preventive measures, training, and regular audits, we guarantee that legal requirements are actively implemented. This includes mandatory annual accident prevention training for all employees.

11.3.2 Actions and metrics

We want to ensure that, at the end of their working day, our employees leave the company in the same state of health as when they arrived at the start of the day. In order to achieve our declared goal of Vision Zero - zero workplace accidents - we implement comprehensive preventive measures as a matter of principle. In order to prevent accidents at work in advance, we implement recognized principles according to the STOP principle. In the hierarchy of measures, substitution and technical solutions always take precedence over hazard instruction. In addition, we have introduced a comprehensive occupational safety campaign. Starting in 2024, we will raise awareness for more conscious and attentive working practices, with focus months and workplace accident reports via internal dashboards. Following accidents, these are supplemented by comprehensive mandatory training/instruction and immediate measures. By offering driver safety training courses for anyone who is interested, we also promote occupational safety on the way to work.

One expression of our efforts is the BGN award for occupational safety and health protection. Since 2018, the award has recognized our proactive commitment to preventive measures, occupational safety, health, ergonomics, and traffic and transport safety.

Between 2023 and 2024, we recorded a slight increase in reportable accidents at work (2023: 17; 2024: 19). With a rate of 4.25 (per 100 full-time employees), we are above the industry average for the food industry ⁷. In light of developments between 2023 and 2024, we responded decisively and launched a new occupational safety campaign. It underscores the importance of our preventive measures and confirms our strategic approach to embedding safety and health as a core value. With our Vision Zero for the future, we are consistently working on promoting a culture of mutual responsibility and prevent accidents in the long term. That is why our motto is: "We need each other, we look out for each other, we help each other."

Table 13 // Reportable workplace accidents in 2024

Number of recordable work related accidents	19
Rate of recordable work related accidents (per 100 full-time employees)	4.25
Number of fatalities from work-related injuries and illnesses	0

⁷ GERMAN STATUTORY ACCIDENT INSURANCE ASSOCIATION (DGUV): Occupational accidents in 2023. Statistics. Berlin. 2024.

11.3.3 Health

We consider our employees to be our most valuable asset. Our expertise and know-how are based on many years of experience. Therefore, we consider the long-term health of each individual to be very important. In a series of individual projects, we launched a major initiative in 2024 to reduce the sickness rate among all employees in the long term and to increase the productivity and motivation of each individual.

Based on an analysis of absenteeism using internal company data and health insurance reports, measures were planned for 2024 and 2025. Employees were made aware of the issue in advance through the disclosure of relevant key figures via dashboards, and managers were trained with regard to their role profiles and responsibilities. With the active involvement of employees, solution-oriented measures were developed for individual working time models (work-life balance), company health offerings, contractual and legal aspects, and corporate culture. Thus, our occupational health management program was filled with health-promoting measures such as the job bike. Every year, we are regular participants in CITY CYCLING in the municipality of Billerbeck and reward activism with a bonus. The annual vaccination campaign prepares us well for the flu season, protecting not only our own health but also that of those around us.

We place great importance on ensuring the compatibility of family and career. Therefore, we implemented individual working time models in production and administration. In a pilot project, software determines the optimal duty roster in the complex continuous shift system in production. We are currently very happy with the test outcomes of part-time models, which not only ease the burden of everyday life, but also guarantee long-term planning security. The existing shift models will be reviewed again with a view to optimizing them and increasing employee satisfaction. In administration, we offer flexible working hours and remote working options.

12 Employees in the value chain

C6

We take responsibility: We are responsible for the people in our supply chain - their contribution is crucial to the quality of our products. At the same time, we are aware of the risks associated with potential violations of labor and human rights. In the value chain, particularly in the coffee sector, there are considerable social risks. This is due to poor working and living conditions: low wages, a lack of social security, limited access to education and healthcare, and the often precarious conditions of smallholder farming structures. While risk-minimized national procurement is possible for the milk and bakery range, we are dependent on global imports in the coffee sector. The raw beans often come from socioeconomically disadvantaged areas, which is why Dr. Suwelack sees a particular need for action here.

Our Code of Conduct clearly states our commitment to trust and integrity, ethical conduct, and accountability. Respect for human and labor rights in accordance with all applicable national laws and regulations, ILO conventions, and the UN Guiding Principles on Business and Human Rights is a fundamental part of our values. We oppose forced labor, child labor, and discrimination, and advocate for equal opportunities. In addition, Dr. Suwelack demands trustworthy and ethical conduct from suppliers and business partners by ruling out corruption and money laundering and ensuring compliance with country-specific and international sustainability requirements, competition laws, and standards. To further promote our understanding of respect for human rights, our goal is to have all suppliers sign the Code of Conduct by the end of 2025.



Figure 5 // Flu vaccination campaign

To increase transparency regarding ethical practices in the supply chain, minimize risks, and achieve continuous improvement in social and environmental standards, we have been a SEDEX member since 2009. In 2024, we underwent certification for the first time in accordance with the internationally recognized SMETA standard (Sedex Members Ethical Trade Audit) and successfully passed.

If violations of labor and human rights are noticed, employees of our company and our business partners (suppliers, customers, etc.) have the option of reporting violations of laws, guidelines, etc. using the internal whistleblower system. An external reporting office has also been set up via the Federal Office of Justice. *Contact: If you have any information, please use the following web address: [Whistleblower system](#) or the "Whistleblower System" link button on the Dr. Suwelack homepage. Every tip received will, of course, be treated confidentially, anonymized, and the tip provider will be protected.*

C7

To date, no incidents relating to human rights have been confirmed or identified among our own workforce or in our value chain.

13 Quality and food safety

As a global food company, the safety and quality of our products are our foundation. Our most important influence is that the products we supply do not pose any health risks to consumers. Problems with product quality or food safety can damage our image and lead to a loss of trust among our customers, which would result in financial losses. Therefore, our overriding goal is to develop and manufacture high-quality, safe products that meet the highest standards of taste, naturalness, and product safety.

By adhering to internally defined guidelines, processes, and monitoring procedures, we continuously strengthen our quality standards and our food safety culture. Products will not be placed on the market if there are concerns about food safety.

Dr. Suwelack has implemented a comprehensive management system for quality and food safety that fully complies with the applicable legal regulations and the requirements of the GFSI (Global Food Safety Initiative) for food safety systems. The processes and working methods are regularly checked to ensure they are up to date and are implemented in all areas of the business. We identify and mitigate risks related to food safety and quality through comprehensive risk assessments and management plans. By maintaining high standards and proactive risk management, Dr. Suwelack protects the health of consumers and its reputation.

13.1 Strategy and policy

Dr. Suwelack has integrated the quality and food safety policy into the company-wide corporate guidelines. Clearly defined processes, unambiguous specifications, and regular training on food safety form the basis for reliable quality and food safety management. Our approach to food safety is shaped by our corporate values. We are committed to the continuous development of our quality and food safety system, as well as to open communication and partnership-based cooperation with customers and suppliers.

We follow a strict process for handling customer complaints, with clear criteria for escalation, analysis, communication, and remedy. Serious cases may lead to further escalation in accordance with our crisis management standard. We closely monitor the regulatory environment and communicate necessary changes to ensure compliance with quality and food safety standards in all areas of operation. This proactive approach helps us stay informed about emerging issues and adjust our strategies accordingly.

For 2025, we are continuing to pursue our goal of having no product recalls and no complaints from official food inspection authorities. To ensure this, we are focusing on comprehensive training courses on hygiene and food safety, for which we once again aim to maintain a participation rate of 100%.

Furthermore, we are committed to providing our customers with solutions tailored to their needs. Not only do we want to maintain high customer satisfaction; we also want to increase it further by continuously improving quality, service, and innovation.

13.2 Actions

Ensuring the highest level of food safety is a central component of our corporate responsibility. We have been GFSI-certified since 2008, initially according to IFS Food and BRC – in 2024, we switched to certification according to the internationally recognized FSSC 22000 standard. It is based on the ISO 22000 (food safety management systems) and ISO 22002 (preventive programs) standards and is supplemented by additional requirements. Thanks to its high-level structure, this standard offers us a comprehensive and holistic approach to food safety, as well as a good opportunity to develop and optimize an integrated management system with our other existing certifications, such as DIN ISO 45001 (occupational health and safety management system) and DIN ISO 50001 (energy management system), thereby enabling us to make greater use of synergies.

As part of our food safety management system, we rely on comprehensive programs for HACCP, food defense, food fraud, allergen management, and traceability. These measures have contributed to the fact that there have been no product recalls for years.

Our internal quality assurance department continuously monitors the chemical, physical, and microbiological quality of our products. We also ensure food safety in the supply chain: we prefer to work with GFSI-certified manufacturers. For the few non-certified partners, we conduct external audits to ensure compliance and security. The performance of our quality management system is evaluated annually by the management in the management review. As part of the continuous improvement process (CIP), we define new goals, in order to continuously develop our standards.

14 Health and culture

As consumers are paying more attention to their health, we believe we are on the right track in continuing to offer our range of products that are virtually free of additives. 85% of our product range is completely free of additives. For the few remaining items, we only use additives when this is technologically unavoidable.

Our products should be suitable for consumption by religious communities without restriction. That is why almost our entire product range is comprehensively certified as kosher by the Orthodox Union (OU) and halal by Halal Certification Services (HCS). Adjustments to customer requirements are possible at any time.

14.1 Corruption and bribery

Integrity and ethical conduct are at the heart of our business activities. As a German manufacturer, we see an opportunity to operate under strict national legislation and guarantee transparent business principles.

The "Business Ethics" section of the company guidelines sets out the principles for fair, transparent, and lawful business conduct. Our separate anti-corruption policy applies to all employees and fundamentally excludes corruption. It also contains guidelines on legally compliant behavior and explanations based on practical examples.

Therefore, the goal for the next fiscal year 2025 remains to have no incidents of anti-competitive behavior or data protection or security breaches. By 2027, we want to provide mandatory training for all employees on business ethics and anti-corruption. In this way, we raise awareness among our employees and at the same time strengthen their competence in acting responsibly.

B11

Thanks to the consistent implementation of established policies and processes, Dr. Suwelack was not convicted or fined during the reporting period.

**ALL EMPLOYEES
RECEIVE REGULAR
TRAINING ON
SUSTAINABILITY
ISSUES AND
ARE ACTIVELY
INVOLVED.**

We actively advocate for the further development of our industry. We are involved in the German Coffee Association, the Dairy Industry Association, and the Baking Ingredients Association. We use these networks to exchange ideas with other experts and work together to shape the food industry in a sustainable way, with innovative ideas and solutions.

14.2 Corporate values

As a long-established company with deeply rooted values, we are now faced with the task of preserving what has been tried and tested, while at the same time actively shaping change. That is why, in 2023, we began to formulate our values in order to bring us closer together as Suwelackers.

Starting with interactive workshops and value surveys, employees from all areas actively contributed to reflecting on our values and deriving measures. We are proud to look back on our newly defined values as a result, which guide our daily actions:

1. Respectful interaction

We treat each other with respect - regardless of the individual's role, background, or opinion. This attitude shapes our collaboration and creates a trusting working environment in which all employees feel valued and listened to.

2. Competence and passion

We stand for expertise and passion. Our employees contribute their expertise and motivation every single day to achieve tailor-made results together. We encourage initiative and commitment and provide space for creative solutions.

3. Continuous development

We are constantly evolving - as individuals and as an organization. Through targeted training, talent development, and the open exchange of knowledge, we strengthen our innovative capabilities and secure our long-term competitiveness.

4. Taking responsibility

We take responsibility - for our actions, our teams, and our society. We promote equal opportunities, respect human rights, and ensure that our working conditions not only comply with the law, but consciously exceed the required standards. Through social dialog and transparent structures, we create an environment that enables participation and fairness.

We provide targeted impetus to strengthen a value-oriented corporate culture: new managers with fresh perspectives, cross-departmental workshops on critical topics, and the integration of employees in strategy development. The results of the values survey are linked to business objectives. Managers are empowered and given responsibility to actively shape implementation.

In 2024, we developed the concept for our leadership development and employee development program as a key building block for culture, decision-making logic, and change. The measures to promote leadership skills will be further developed and implemented, as planned, in 2025.

As the crowning event, we celebrated our 140th anniversary with all employees in 2024. In doing so, we not only honored the company's long tradition, but also saw it as the start of the current transformation. At the same time, the anniversary served to strengthen employees' identification with the company and to create a shared awareness of our values and future orientation.

A key objective is to strengthen and establish corporate values among the workforce. Following the first employee survey in 2024, we will now conduct these surveys at regular intervals and aim to achieve an average approval rating for our corporate values of over 3.815 out of 5 points by 2027. By 2026, an active feedback culture is also to be integrated, in which 100% of feedback discussions are conducted.



Figure 6 // Our corporate values

	Topic	VSME specification	page
General information	General information	B1 // Fundamentals of creation	5
	Central responsibility	C9 // Gender diversity ratio in the governance body	7
	Corporate strategy, business model, and value chain	C1 // Strategy: Business model and sustainability – Related initiatives	8
		B2 // Practices, strategies, and future initiatives for the transition to a more sustainable economy	10
	C2 // Description of practices, strategies, and future initiatives for the transition to a more sustainable economy	10	
Environment	Climate change – Energy and greenhouse gas emissions	B3 // Energy and greenhouse gas emissions	14
		C3 // Greenhouse gas reduction targets and climate transition	14-15
		C4 // Climate risks	15
	Environmental pollution	B4 // Pollution of air and water	17
	Water resources	B6 // Water	18
	Biodiversity and ecosystems	B5 // Biodiversity	25
	Resource utilization, circular economy, and waste management	B7 // Resource use, circular economy, and waste management	25
Social affairs	Company employees	B8 // Workforce – General characteristics	31-32
		C5 // Additional (general) characteristics of the workforce	31
		B10 // Workforce – Remuneration, collective bargaining, and training	31-32
		B9 // Workforce – Health and safety	32
		C6 // Additional information about the company's workforce – policies for respecting human rights and related processes	34
		C7 // Severe negative human rights incidents	35
Governance	Governance	B11 // Convictions and fines for corruption and bribery	36